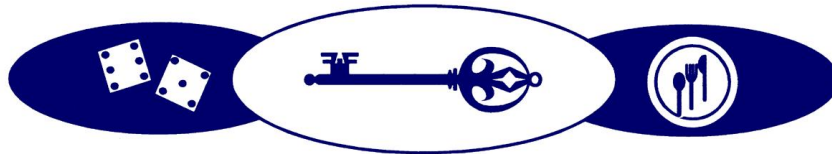

HCE

Hospitality Compensation Exchange[®]



1999 Gaming Corporate Annual Report©



HCE Hospitality Compensation Exchange®
372 Willis Avenue, Mineola, NY 11501

Dear Gaming Executive:

Welcome to the HCE Hospitality Compensation Exchange®, the gaming industry's most comprehensive guide to compensation and benefits. We have created the HCE to provide casino owners and operators with current and credible information concerning salary and incentive trends. Data from the 1999 Gaming Corporate Annual Report© has been obtained through written survey and is self-reported. The survey includes 74 companies, representing all industry segments. We hope that you will find the HCE an exciting tool for managing your business, allowing you to attract and retain management talent through equitable compensation practices.

With kind regards, I am,

Keith Kefgen
President
HVS Executive Search





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Hospitality Compensation Exchange

The HCE Hospitality Compensation Exchange® is the largest industry forum for the exchange of compensation and benefit information. Annual HCE Surveys are conducted for the lodging, gaming, and restaurant industries, and encompass corporate and property-level positions. Furthermore, clients have access to more focused reports through HCE Select and HCE Custom.

HCE Annual Report

HCE Annual Reports contain an executive summary of the national HCE survey data. The data is categorized by suitable industry criteria. Lodging, Gaming and Restaurant Annual Reports are available for both corporate and property level positions. An HCE Annual Report is \$350.

HCE Select

HCE Select generates criteria-specific reports based on data from the national survey. Users can determine their own query parameters for an HCE Select Report. The HCE Select program allows for numerous parameters to be considered simultaneously. A typical HCE Select is \$500-\$1,000.

HCE Custom

HCE Custom creates client-defined reports from newly gathered data. HCE Custom gives clients access to information not collected in the national HCE surveys. Custom surveys are designed to consider an unlimited number of parameters, positions and questions. It is specifically targeted to competitive properties. This ground-up approach results in a fully customized report. A typical HCE Custom is \$2,500-\$10,000.

Participating in the HCE

There is no charge to become a participant in the HCE Hospitality Compensation Exchange®. HCE participants are eligible to receive discounts on HCE services. As confidentiality is the cornerstone of our business, protecting the reputation and data integrity of the participants is of critical importance. To that end, we only provide results in aggregate format.

For More Information

Keith Kefgen
President
HVS Executive Search
(516) 248-8828 x220
(516) 742-1905 FAX
E-mail: kkefgen@hvsinternational.com
Website: www.hvsinternational.com
www.hospitalitycareernet.com



Nationwide

The 1999 HCE nationwide results include representation from 74 gaming companies, both publicly and privately held. The 1999 Gaming Corporate Annual Report© is the third national examination of gaming corporate level compensation. Eleven of the most common executive positions are represented in our survey report. The positions were chosen based on feedback from industry executives. Period comparisons are discussed when significant movement has occurred.

As can be expected, the compensation ranges varied greatly as a testament to the diversity of the gaming industry. The survey includes big name companies such as Mirage, Harrah's Entertainment, and MGM Grand along with other smaller companies such as Butler National and Full House Resorts. For example, one industry CEO was paid \$87,308.00 while the highest paying CEO in our survey was paid \$2,596,154.00; in large part due to the size of the company and the complexity of the position.

Chief Executive Officers received the highest base salaries and Chairman and Chief Operating Officer followed with high base salaries as well. Corporate Controller, VP Development and VP Human Resources earned the lowest base salaries in this year's survey. The nationwide results confirm that compensation in the gaming industry is connected to the hierarchy of a traditional organizational chart.

Top Three Base Salaried Positions

	Base Salary
Chief Executive Officer	\$355,835.00
Chairman	\$300,000.00
Chief Operating Officer	\$270,274.00

The highest bonuses were given to Chief Executive Officer and Chief Operating Officer. These results support the idea that CEO's and COO's have a high degree of accountability for the success of their companies. The lowest bonus percentages were given to VP Human Resources and Corporate Controller, both positions with less influence on the outcome of the bottom line.

Compensation for corporate level executives in the gaming industry has remained fairly stable taking inflation into consideration. Only four of the eleven positions experienced a raise since 1997 that beat inflation. The majority of the positions remained fairly stable in terms of base salary compensation from 1997 to 1999. Chairman did experience a significant raise in base salary of 31.44% since 1997. That's an increase in salary of \$50,601.45. Executive Vice President and Sr. VP Operations both experienced little or no increase in base salary levels from 1997 to 1999.



Most bonus plans in the gaming industry were based on financial measurements and paid as a percentage of base salary. Corporate Controller experienced the largest percentage increase, moving from 10.66% to 26.65% of base salary. VP Development followed with an increase from 25.22% to 40.97%. Both Chief Financial Officer and Chief Operating Officer received a decrease in bonus compensation of -2.86% and -1.35%. With eight out of the eleven positions experiencing an increase in bonus percentage, it is clear that the gaming industry is embracing pay-for-performance to incentivize their executives.

	1997 Bonus %*	1999 Bonus %*
Corporate Controller	10.66%	26.65%
VP Development	25.22%	40.97%
General Counsel	15.01%	30.24%
Executive Vice President	40.10%	50.60%
Sr. VP Operations	17.14%	27.18%
VP Human Resources	10.71%	14.01%
Chief Executive Officer	29.33%	30.38%
VP Marketing	16.26%	15.69%
Chief Operating Officer	32.80%	31.45%
Chief Financial Officer	25.50%	22.64%
Chairman	N/A	N/A

* As a % of base salary

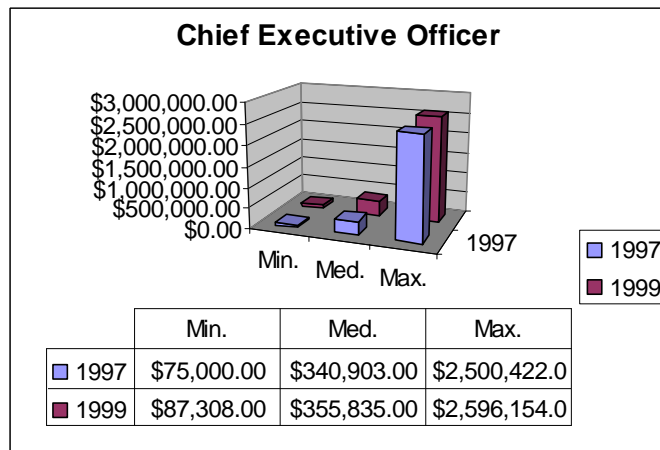
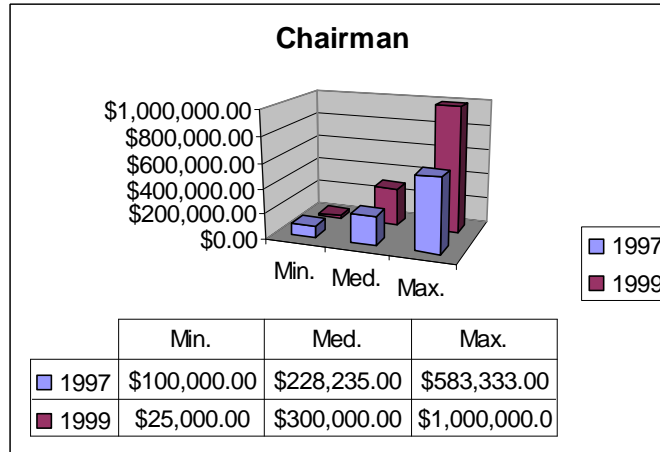


Nationwide Salaries and Bonuses

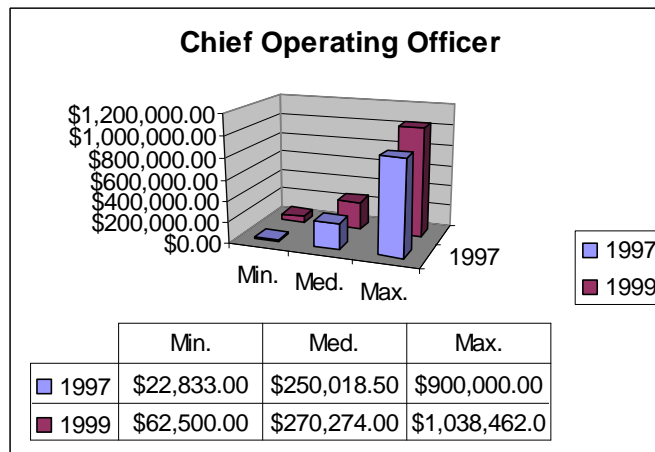
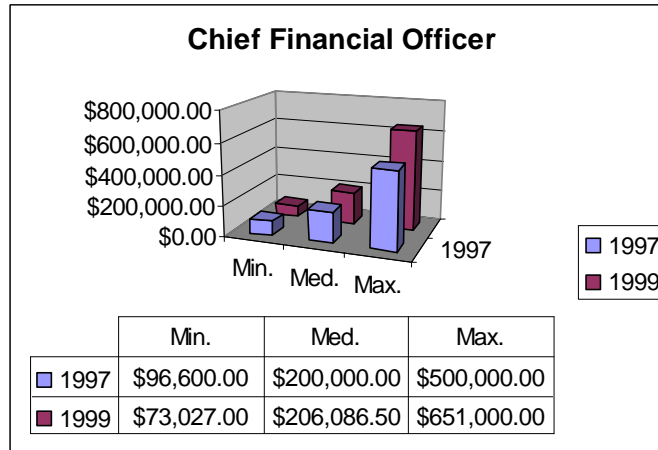
Position	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
Chairman of the Board	\$25,000.00	\$187,500.00	\$300,000.00	\$547,500.00	\$1,000,000.00
Chief Executive Officer	\$87,308.00	\$200,000.00	\$355,835.00	\$540,439.25	\$2,596,154.00
Chief Financial Officer	\$73,027.00	\$137,663.00	\$206,086.50	\$305,500.50	\$651,000.00
Chief Operating Officer	\$62,500.00	\$175,000.00	\$270,274.00	\$410,577.00	\$1,038,462.00
Corporate Controller	\$61,000.00	\$108,125.00	\$136,000.00	\$163,760.00	\$353,886.00
Executive Vice President	\$100,000.00	\$154,555.00	\$196,929.00	\$284,117.25	\$500,000.00
General Counsel	\$100,000.00	\$148,473.25	\$207,500.00	\$281,365.50	\$723,346.00
Sr. VP Operations	\$81,000.00	\$126,233.00	\$165,000.00	\$234,330.00	\$280,166.00
VP Development	\$65,000.00	\$127,500.00	\$145,000.00	\$215,000.00	\$286,539.00
VP Human Resources	\$85,000.00	\$90,000.00	\$145,000.00	\$156,000.00	\$265,651.00
VP Marketing	\$80,000.00	\$130,000.00	\$162,500.00	\$195,524.00	\$214,114.00

Position	Minimum Bonus	25th Percentile	50th Percentile	75th Percentile	Maximum Bonus
Chairman of the Board	\$0.00	\$0.00	\$0.00	\$147,500.00	\$228,476.00
Chief Executive Officer	\$0.00	\$46,260.00	\$108,120.00	\$213,440.25	\$3,500,000.00
Chief Financial Officer	\$0.00	\$17,749.00	\$46,660.50	\$127,312.50	\$675,000.00
Chief Operating Officer	\$0.00	\$26,261.00	\$85,000.00	\$220,000.00	\$1,400,000.00
Corporate Controller	\$0.00	\$14,692.50	\$36,250.00	\$71,493.00	\$150,000.00
Executive Vice President	\$0.00	\$0.00	\$99,649.50	\$257,848.00	\$600,000.00
General Counsel	\$0.00	\$28,500.00	\$62,756.00	\$156,318.00	\$450,000.00
Sr. VP Operations	\$0.00	\$20,000.00	\$44,850.00	\$81,530.00	\$273,600.00
VP Development	\$0.00	\$20,116.00	\$59,400.00	\$206,250.00	\$375,000.00
VP Human Resources	\$0.00	\$15,000.00	\$20,309.00	\$26,625.00	\$85,000.00
VP Marketing	\$0.00	\$18,000.00	\$25,500.00	\$77,500.00	\$200,000.00

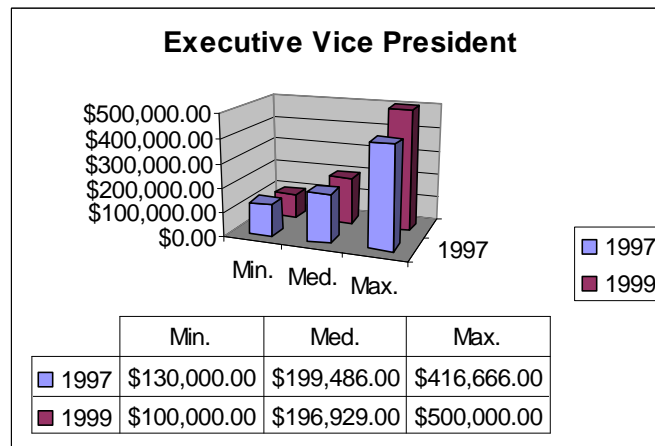
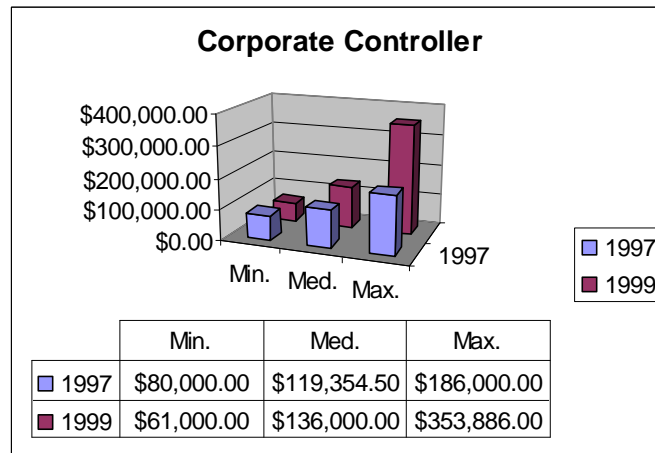
Nationwide Base Salary Comparisons



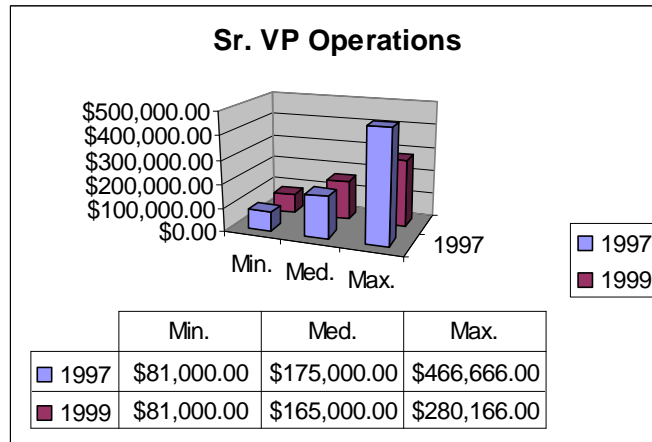
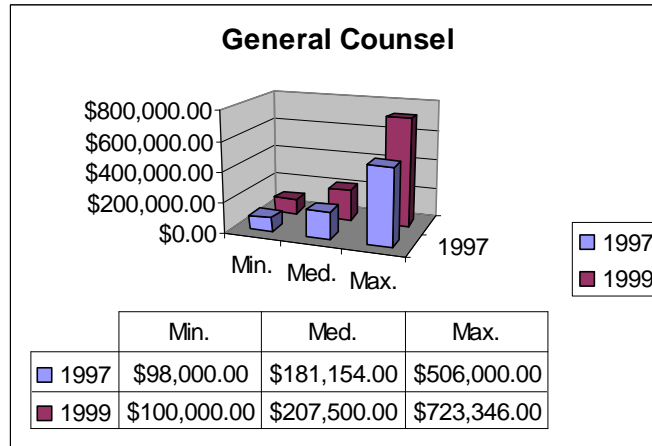
Nationwide Comparisons



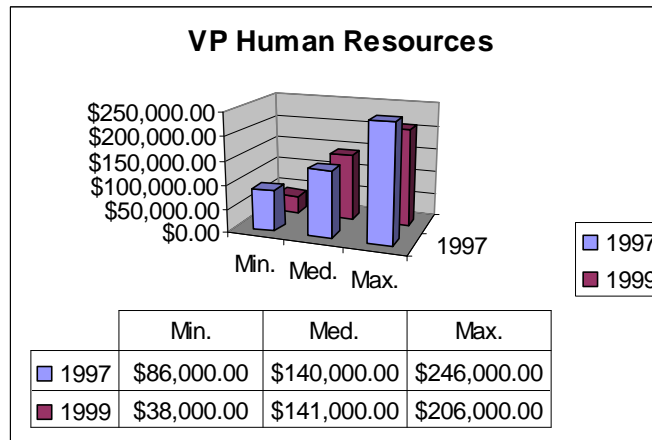
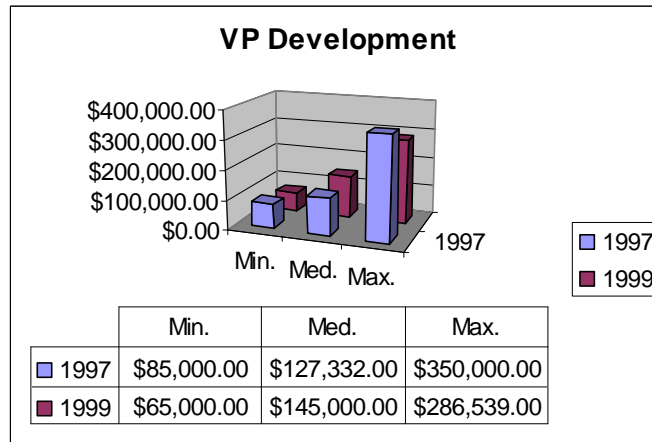
Nationwide Comparisons



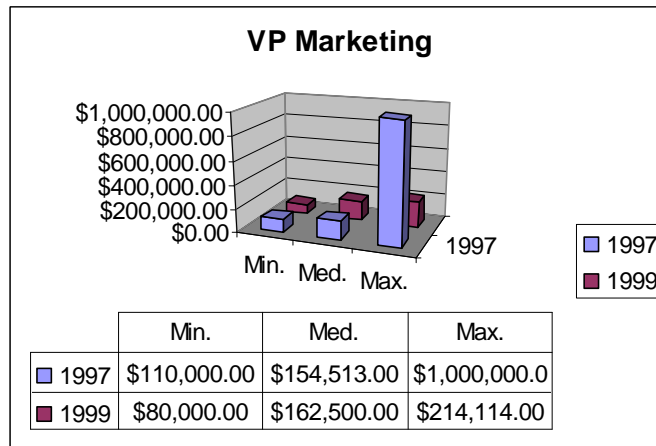
Nationwide Comparisons



Nationwide Comparisons



Nationwide Comparisons





Salary and Bonus Results by Gross Revenues

The HCE Gaming Corporate Annual Report© results were also tabulated by company gross revenues. We grouped the companies into one of three categories: gross revenues less than \$100 million, gross revenues between \$100 and \$500 million, and gross revenues over \$500 million.

This year's survey followed the same pattern as our 1997 survey; as a company's gross revenues increase, so do compensation levels. This is due largely to the fact that as operations get larger and more complex, executives are compensated accordingly. For example, Chief Executive Officer at a company with gross revenues less than \$100 million only got paid an average of \$230,000.00 compared to the \$823,723.00 base salary of a Chief Executive Officer at a larger company. All eleven positions followed the same pattern with executives being paid more as the gross revenues increased. The positions lower on the hierarchical chart received less variance over the three different gross revenue cuts.

Bonus levels were fairly low for all positions in the companies with revenues less than \$100M. Chief Executive Officer received the greatest spread between company size with CEO's receiving \$122,406.00 more at a company with revenues greater than \$500 million than at a smaller company. Chief Operating Officer and Executive Vice President followed with significant variances in bonus levels.





Salary and Bonus Results by Gross Revenues: Less than \$100M

Position	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
Chairman of the Board	N/A	N/A	N/A	N/A	N/A
Chief Executive Officer	\$87,308.00	\$144,518.00	\$230,000.00	\$300,000.00	\$725,000.00
Chief Financial Officer	\$73,027.00	\$104,847.33	\$139,740.50	\$152,116.75	\$300,000.00
Chief Operating Officer	\$62,500.00	\$112,500.00	\$151,000.00	\$175,000.00	\$265,776.00
Corporate Controller	N/A	N/A	N/A	N/A	N/A
Executive Vice President	\$100,000.00	\$110,539.50	\$139,702.00	\$165,642.50	\$261,537.00
General Counsel	N/A	N/A	N/A	N/A	N/A
Sr. VP Operations	\$81,000.00	\$117,761.25	\$137,990.00	\$157,213.75	\$259,229.00
VP Development	N/A	N/A	N/A	N/A	N/A
VP Human Resources	N/A	N/A	N/A	N/A	N/A
VP Marketing	\$108,654.00	\$135,325.00	\$148,912.50	\$171,875.00	\$210,000.00

Position	Minimum Bonus	25th Percentile	50th Percentile	75th Percentile	Maximum Bonus
Chairman of the Board	N/A	N/A	N/A	N/A	N/A
Chief Executive Officer	\$0.00	\$0.00	\$40,000.00	\$60,974.00	\$288,000.00
Chief Financial Officer	\$0.00	\$0.00	\$21,498.00	\$27,250.00	\$220,000.00
Chief Operating Officer	\$0.00	\$0.00	\$26,261.00	\$35,000.00	\$100,000.00
Corporate Controller	N/A	N/A	N/A	N/A	N/A
Executive Vice President	\$0.00	\$0.00	\$7,500.00	\$37,500.00	\$142,000.00
General Counsel	N/A	N/A	N/A	N/A	N/A
Sr. VP Operations	\$0.00	\$15,000.00	\$19,350.00	\$56,996.75	\$106,000.00
VP Development	N/A	N/A	N/A	N/A	N/A
VP Human Resources	N/A	N/A	N/A	N/A	N/A
VP Marketing	\$0.00	\$0.00	\$18,500.00	\$25,375.00	\$35,003.00

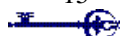




Salaries and Bonus Results by Gross Revenues: \$100M to \$500M

Position	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
Chairman of the Board	N/A	N/A	N/A	N/A	N/A
Chief Executive Officer	\$200,000.00	\$352,917.50	\$453,461.50	\$508,343.75	\$873,711.00
Chief Financial Officer	\$100,000.00	\$175,738.00	\$201,096.00	\$253,750.00	\$307,608.00
Chief Operating Officer	\$185,000.00	\$260,137.00	\$345,000.00	\$380,000.00	\$576,154.00
Corporate Controller	\$61,000.00	\$110,961.50	\$147,000.00	\$162,520.00	\$240,000.00
Executive Vice President	\$147,073.00	\$180,247.75	\$202,839.00	\$236,925.00	\$296,923.00
General Counsel	\$100,000.00	\$154,202.50	\$200,000.00	\$260,818.00	\$293,373.00
Sr. VP Operations	\$85,000.00	\$167,923.00	\$198,462.00	\$234,791.00	\$250,000.00
VP Development	\$65,000.00	\$150,000.00	\$175,000.00	\$180,000.00	\$250,000.00
VP Human Resources	N/A	N/A	N/A	N/A	N/A
VP Marketing	\$140,000.00	\$150,000.00	\$162,033.00	\$186,000.00	\$210,000.00

Position	Minimum Bonus	25th Percentile	50th Percentile	75th Percentile	Maximum Bonus
Chairman of the Board	N/A	N/A	N/A	N/A	N/A
Chief Executive Officer	\$0.00	\$77,500.00	\$162,406.00	\$335,521.75	\$900,000.00
Chief Financial Officer	\$0.00	\$20,000.00	\$59,400.00	\$80,369.00	\$200,000.00
Chief Operating Officer	\$0.00	\$44,000.00	\$100,000.00	\$199,343.00	\$300,000.00
Corporate Controller	\$0.00	\$27,000.00	\$57,500.00	\$67,986.00	\$84,000.00
Executive Vice President	\$0.00	\$48,901.50	\$87,899.50	\$205,146.00	\$477,500.00
General Counsel	\$0.00	\$21,373.00	\$38,750.00	\$77,032.00	\$225,000.00
Sr. VP Operations	\$0.00	\$49,925.00	\$78,615.00	\$84,500.00	\$273,600.00
VP Development	\$0.00	\$15,232.00	\$59,400.00	\$62,500.00	\$375,000.00
VP Human Resources	N/A	N/A	N/A	N/A	N/A
VP Marketing	\$0.00	\$18,676.00	\$36,070.00	\$49,100.00	\$180,000.00





Salary and Bonus Results by Gross Revenues: Greater than \$500M

Position	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
Chairman of the Board	N/A	N/A	N/A	N/A	N/A
Chief Executive Officer	\$400,010.00	\$607,090.00	\$823,723.00	\$1,000,000.00	\$2,596,154.00
Chief Financial Officer	\$175,000.00	\$315,000.00	\$385,000.00	\$474,135.00	\$651,000.00
Chief Operating Officer	\$182,500.00	\$394,975.00	\$480,970.00	\$655,622.25	\$1,038,462.00
Corporate Controller	N/A	N/A	N/A	N/A	N/A
Executive Vice President	\$195,396.00	\$260,296.50	\$309,900.00	\$365,669.00	\$500,000.00
General Counsel	\$112,500.00	\$164,583.25	\$282,029.00	\$343,143.75	\$723,346.00
Sr. VP Operations	\$180,000.00	\$306,150.00	\$365,000.00	\$450,000.00	\$475,000.00
VP Development	\$140,000.00	\$161,070.00	\$183,050.00	\$306,158.00	\$360,000.00
VP Human Resources	\$136,000.00	\$147,010.00	\$160,551.00	\$186,000.00	\$260,000.00
VP Marketing	\$117,000.00	\$175,000.00	\$184,500.00	\$250,000.00	\$316,000.00

Position	Minimum Bonus	25th Percentile	50th Percentile	75th Percentile	Maximum Bonus
Chairman of the Board	N/A	N/A	N/A	N/A	N/A
Chief Executive Officer	\$0.00	\$313,000.00	\$496,314.00	\$790,000.00	\$3,500,000.00
Chief Financial Officer	\$0.00	\$105,000.00	\$230,000.00	\$325,000.00	\$675,000.00
Chief Operating Officer	\$0.00	\$131,250.00	\$222,500.00	\$479,375.00	\$1,400,000.00
Corporate Controller	N/A	N/A	N/A	N/A	N/A
Executive Vice President	\$107,500.00	\$237,500.00	\$260,464.00	\$412,500.00	\$600,000.00
General Counsel	\$0.00	\$67,753.25	\$196,712.00	\$373,337.50	\$450,000.00
Sr. VP Operations	\$25,000.00	\$58,703.00	\$180,100.00	\$283,015.00	\$325,000.00
VP Development	\$15,000.00	\$35,006.00	\$86,000.00	\$175,000.00	\$190,000.00
VP Human Resources	\$0.00	\$18,000.00	\$41,600.00	\$68,150.00	\$87,500.00
VP Marketing	\$0.00	\$48,000.00	\$87,106.00	\$146,100.00	\$215,000.00





Stock Options

Number of Stock Options Granted in 1998

Position	Minimum	Average	Maximum
Chairman of the Board	0	112857	500000
Chief Executive Officer	0	269177	6000000
Chief Financial Officer	0	80874	960444
Chief Operating Officer	0	218729	3000000
Corporate Controller	N/A	N/A	N/A
Executive Vice President	0	65903	600000
General Counsel	0	29424	108935
Sr. VP Operations	0	11668	90000
VP Development	0	9662	52000
VP Human Resources	0	14371	48070
VP Marketing	0	28868	200000

Value of Stock Options Granted in 1998 Using Black-Scholes Pricing Model

Position	Minimum	Average	Maximum
Chairman of the Board	\$0.00	\$202,448.00	\$1,140,940.00
Chief Executive Officer	\$0.00	\$2,417,498.32	\$71,700,758.00
Chief Financial Officer	\$0.00	\$549,545.56	\$9,018,577.00
Chief Information Officer	N/A	N/A	N/A
Chief Operating Officer	\$0.00	\$3,221,054.57	\$93,926,352.00
Corporate Controller	N/A	N/A	N/A
Executive Vice President	\$0.00	\$520,796.29	\$3,615,556.00
General Counsel	\$0.00	\$247,609.26	\$2,221,575.00
Sr. VP Operations	\$0.00	\$20,499.50	\$114,997.00
VP Design & Construction	N/A	N/A	N/A
VP Development	\$0.00	\$23,651.50	\$84,452.00
VP Human Resources	\$0.00	\$66,658.20	\$280,828.00
VP Marketing	\$0.00	\$54,411.13	\$220,713.00





Appendix A- Survey Participants

Acres Gaming Inc.
Advanced Gaming Technology Inc.
Alliance Gaming Corp.
American Bingo & Gaming Corp.
American Gaming & Entertainment, Ltd.
American Vantage Co. (ACES)
American Wagering, Inc.
Ameristar Casinos, Inc.
Anchor Gaming
Argosy Gaming Co.
Aristocrat Inc.
Autotote Corp.
Aztar Corp.
Black Hawk Gaming Co.
Boyd Gaming Corp.
Butler National Corp.
Casino Data Systems
Casino Resource Corp.
Casino World
Churchill Downs Inc.
Colorado Casino Resorts, Inc.
Colorado Gaming & Entertainment Co.
Dover Downs Entertainment Inc.
Europa Cruises Corp.
Fitzgerald Gaming Corp.
Florida Gaming Corp.
Full House Resorts, Inc.
Gaming Corp. Of America
Global Casinos, Inc.
Griffin Gaming & Entertainment, Inc.
GTECH Holdings Corp.
Harrah's Entertainment, Inc.
Harveys Casino Resorts
Park Place Entertainment
Starwood Hotels & Resorts
Hollywood Casino Corp.
Hollywood Park, Inc.
Horseshoe Gaming
Hyatt Corp.
ILTS, Inc.
Inland Entertainment Corp.
Innovative Gaming Corp. Of America
Interactive Entertainment Limited
International Game Technology
International Lottery, Inc.
Isle Of Capri Casinos
Jackpot Enterprises, Inc.
Lady Luck Gaming Corp.
Lakes Gaming
Las Vegas Entertainment Network, Inc.
Latin American Casinos, Inc.
Lone Star Casino Corp.
Mandalay Resort Group
MGM Grand, Inc.
Mikohn Gaming Corp.
Mirage Resorts, Inc.
Monarch Casino & Resort, Inc.
Multimedia Games, Inc.
On-Point Technology Systems, Inc.
Paul-Son Gaming Corp.
Penn National Gaming, Inc.
President Casinos, Inc.
Santa Fe Gaming Corp.
Scientific Games Holdings Corp.
Scioto Downs, Inc.
Shuffle Master, Inc.
Silicon Gaming, Inc.
Sonesta International





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Station Casinos, Inc.
Stuart Entertainment, Inc
Sun International
Trans World Gaming Corp.
Trump Hotels & Casino Resorts
WMS Industries Inc.



Appendix B-Job Descriptions

Chief Executive Officer

Reports to Board of Directors and/or shareholders. Oversees entire company. Makes final decisions on financial and corporate matters. Responsible for development of corporate vision, as well as short and long term business plans.

Chief Financial Officer

Reports to Chief Executive Officer. Acts as chief strategist with CEO to define company financial performance goals. Supervises finance, treasury and accounting staff. Implements and manages a comprehensive financial reporting system for performance measures and budgeting purposes. Develops and maintains control of expenditures and profit maximization.

Chief Operating Officer

Reports to Chief Executive Officer. Responsible for all operating aspects of the company. Assesses operational performance of properties and advise Board Members and/or CEO of trends. Ensures that hotel operations correspond to federal, state, and local laws or regulations.

Senior Vice President of Operations

Reports to Chief Operating Officer and Chief Executive Officer. Develops operating strategies for increasing financial performance of properties. Focuses operating team of company according to corporate culture and business goals.

Executive Vice President

Reports to Chief Operating Officer and Chief Executive Officer. Typically has specific departmental responsibility.

Corporate Controller

Reports to Chief Financial Officer. Responsible for accounting, financial reporting, budgeting, internal audit, expense control, and systems support for entire company. Leads property level and/or regional controllers in developing and following accounting procedures.

Vice President of Marketing

Strategize overall sales and marketing directions for all properties. Provides market analysis for each property local to ensure that target markets are being pursued. Develops advertising, PR and promotions strategy for the company.

Vice President of Human Resources

Reports to Chief Executive Officer and/or Chief Operating Officer. Provides counsel to senior executives in labor laws and human resource management. Implements company-wide procedures to manage human resources including, compensation & benefits, recruiting, terminating, organizational development, succession planning, employee relations, training and manpower planning.

General Counsel

Report to Chief Executive Officer. Provides legal counsel to senior executives in all business matters including mergers and acquisitions, franchising, development, and so forth. Writes and edits contracts and researches legal precedents for business purposes.

Vice President of Development

Senior development officer responsible for company business development. Directs management contract negotiations, joint ventures, equity partnerships, franchise sales, sale/leasebacks, mergers and acquisitions, when and where appropriate. Supervises development team and support staff.





Appendix C-Corporate Survey

SECTION ONE: COMPANY INFORMATION

PLEASE GIVE COMPLETE ADDRESS INFORMATION FOR YOUR COMPANY. ALL ADDRESS INFORMATION MUST BE COMPLETED.

Company Name

Company Street Address

City

State

Zip

Phone

Fax

Your Name

Your Title

Fill out the survey as completely and accurately as possible. All information is strictly confidential. Only tabulated results will be released.





SECTION ONE - COMPANY INFORMATION (CONTINUED)
PLEASE COMPLETE BY FILLING IN OR CIRCLING THE
APPROPRIATE RESPONSES FOR YOUR COMPANY.

- 1) How many gaming concerns does your company operate?
- | | |
|-----------------|-------|
| Land-Based | _____ |
| Riverboat | _____ |
| Native American | _____ |
| Lotteries | _____ |
| Paramutuals | _____ |
| Total | _____ |
- 2) What is the company's annual gross revenues (\$)? _____
- 3) What is the total # of electronic games? _____
- 4) What is the total # of table games? _____



SECTION TWO - SALARY INFORMATION
 PLEASE GIVE COMPLETE INFORMATION FOR EACH POSITION.
 WRITE "NA" IF A POSITION DOES NOT APPLY TO YOUR COMPANY.

Positions	Current Annualized Base Salary [\$]	Most Recent Annual Bonus [\$]	Number Stock Options Granted in Last Fiscal Year [#]	Any Other Income [\$]*
Chairman				
Chief Executive Officer				
Chief Financial Officer				
Chief Information Officer				
Chief Operating Officer				
Corporate Controller				
Dir. Marketing				
Dir. Training				
General Counsel				
President				
Dir. Casino Operations				
Sr. VP Casino Operations				
VP Operations				
Treasurer				
VP Administration				
VP Design & Construction				
VP Development				
VP Engineering				
VP Finance				
VP Government Relations				
VP Hotel Operations				
VP Human Resources				
VP Risk Management				
VP Marketing				
VP Sales				
VP Security & Compliance				
VP Strategic Planning				
VP Taxes				

* Value of "Any Other Income" includes 401K contributions, relocation compensation, etc., that has been paid to the executive during the last fiscal year.



SECTION THREE - BENEFITS INFORMATION

PLEASE INDICATE WHICH OF THE FOLLOWING BENEFITS ARE OFFERED TO YOUR CORPORATE EMPLOYEES.

Benefit:	Paid Completely	Paid Partially	Not Offered or Not Paid At All
Pension Plan			
401 (k) Plan			
Severance Pay			
HMO			
Major Medical			
Preventative Maintenance			
Short-term Disability			
Long-term Disability			
Life Insurance			
Dental Care			
Prescription Plan			
Vision Care			
Child Care Assistance			
Elder Care Assistance			
Vacation			
Professional Dues			
Professional Seminars			
Tuition Benefits			
Financial Services			
Legal Services			
Matched Gift Contributions			
Meals			
Housing			
Automobile			
Country Club Membership			

